EMPLOYMENT TRIBUNALS

Claimant: CONSTANTIN UNGUREANU

Respondent: DF LEGAL LLP

Heard at: Exeter (CVP) **On:** 6 October 2026

Before: Employment Judge Oldroyd

Appearances
For the Claimants: In person
For the Respondent: Miss Murphy

JUDGMENT

1. The Claimant has a disability within the meaning of Section 6 Equality Act 2010 at the relevant times for the purposes of his claims under Sections 15,20 & 21 Equality Act 2010.

EJ OLDROYD
6 October 2026

Sent to the parties on:
19th October 2026
For the Tribunal

Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.
Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/